



HRBP（課長・部長）

募集職種

人材紹介会社
アイウィルキャピタル合同会社

求人ID
1511503

業種
自動車・自動車部品

会社の種類
大手企業 (300名を超える従業員数) - 外資系企業

外国人の割合
外国人 半数

雇用形態
正社員

勤務地
神奈川県, 川崎市高津区

給与
1000万円 ~ 1800万円

更新日
2024年12月19日 15:33

応募必要条件

職務経験
6年以上

キャリアレベル
エグゼクティブ・経営幹部レベル

英語レベル
流暢 (英語使用比率: 50%程度)

日本語レベル
ネイティブ

その他言語
中国語: 北京語 - ビジネス会話レベル

最終学歴
大学卒: 学士号

現在のビザ
日本での就労許可が必要です

募集要項

Position Summary:

The HRBP serves as a strategic partner and trusted advisor to the leadership team members of the Automotive Business Unit and their direct reports, with responsibility for a wide range of HR activities.

This position will report to the Senior Manager HRBP (HRBP Head), Automotive JASEAN.

Key Responsibilities:

- Working as the ASEAN Automotive HRBP lead, overseeing the Thailand plant and sales offices across five countries.
- Acting as a member of the BU HR team to design and deliver strategic talent management and organizational effectiveness
- Supporting the JASEAN HRBP Head in related HR initiatives across Japan and ASEAN.
- Partnering with BU leadership teams to analyze and prioritize critical business challenges and deploy appropriate HR interventions.
- Collaborating with the HR Solutions organization and HR COEs to ensure effective delivery of HR services aligned with the BU's strategic objectives.
- Contributing to the continuous improvement and realization of the HR operating model to achieve operational excellence.

スキル・資格

- Education: Bachelor's degree or above; a major in HR or a related field is preferred.
- HR Generalist Experience: At least 6+ years of experience covering Talent Management, HR Operations, Compensation & Benefits, Employee Relations, and Labor Relations (including works councils and unions in various countries).
- HR Business Partnering: Demonstrated experience as an HRBP in organizations with diverse business models and complexity, focusing on HR strategy and delivering results through collaboration with HR COEs and HR
- OD and TM Expertise: Solid experience in Organizational Design and Talent Management Development.
- Regional/Global Exposure: Experience working in large global or international organizations.
- Language Skills: Fluent in both written and spoken English and Japanese.

会社説明